

**MINUTES
FACULTY SENATE
December 3, 2012**

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1. CALL TO ORDER

The meeting was called to order by Vice Chair of the Faculty Robert Mitchell at 3:01 p.m. in the College of Law, Room 164.

Present: Senators Ayoun, Bilby, Brewer, Brooks, Brown, Camenisch, Colina, Comrie, Conway, Cuello, Duran, Fountain, Ganapol, Gehrels, Guertin, Howell, Johnson, Jones, Labate, Lee, Lysecky, Martin, McCammon, Mitchell, Moreno, Murray, Mutchler, Pau, Reed, Rosenblatt, Secomb, Smith, Sokoloff, Spece, Stapp, Tabor, Vaillancourt, Willerton and Witte.

Absent: Senators Alavy, Aleamoni, Carvajal, Castro, Cervelli, Chaifetz, Chiu, Dahlgran, Franklin, Fregosi, Galvani, Hart, Higgins, Hildebrand, Padilla, Renger, Reynolds, Rychlik, Silverman, St. John, Strittmatter, Ulreich, Watchman, Zedeno and Zwinger.

2. OPEN SESSION

3. REPORTS

3A. ASUA President Katy Murray

ASUA President Katy Murray told Senate that ASUA has completed their Committee's search for the Student Regent candidates and has sent the three finalist's names to Governor Brewer for consideration. They expect a final decision from the Governor in February. ASUA representatives are still active in the Provost search and are participating in airport interviews with potential candidates. *The Wildcat* Sounding Board has been successful and the group may become permanent. ASUA is continuing work on the spring concert and is currently studying tuition issues. The Arizona Student Association (ASA) is talking with the Arizona Board of Regents about the suspension of the \$2.00 fee assessed each student every semester for the programs and activities of the ASA.

3B. GPSC President Zachary Brooks

GPSC President Zachary Brooks told Senate that GPSC received \$10,000 in funding from CFO Milton Castillo's office to provide research grants to graduate students. The annual student showcase went well with 129 projects on display and 45 awards given. GPSC will participate in the "Cats at the Capital" event in Phoenix, continue to work on the issue of on campus childcare and work to offer more informational workshops to graduate students.

3C. Faculty Officers' Report

Presiding Officer Mitchell reminded Senators that the January Senate meeting to be held on January 28, 2013 has been cancelled. The next Senate meeting will be February 4, 2013.

3D. Provost Andrew Comrie

Provost Andrew Comrie told Senators he has been working a great deal on the UA strategic plan and planning process. There have been several Town Halls around campus and in Phoenix that were well attended and a great deal of feedback will be incorporated in the plan as it continues to evolve. Comrie noted that President Hart's Inauguration went very well and was truly a celebration. All of the speakers were very engaging and Comrie thanked all of those who participated and attended. President Hart's speech will be available on the President's website. Provost Comrie also reminded Senators that the ABOR meeting will take place on the UA campus on Thursday and Friday, December 6-7. President Hart will be presenting her vision and her plan for the UA.

3E. President Ann Weaver Hart

President Hart was unable to attend.

4. QUESTION AND ANSWER PERIOD FOR ITEM 3

Senator Ganapol asked GPSC President Brooks how many judges participated in the Student Showcase and if they would ever be given T-shirts again? Senator Brooks replied that there were forty judges and he would look into shirts.

Senator Sokoloff asked about a recent survey that was distributed to faculty at the College of Medicine. He noted that faculty members have not seen the results and was wondering who has access to the results. Provost Comrie noted that a selection of the results was sent anonymously to the President and Provost.

Chair Howell asked for updates on the search for the CEO of the University of Arizona Health Network (UAHN) and the Vice President for Health Affairs. Comrie reported that the CEO of the UAHN will be hired soon and candidates for the Vice President for Health Affairs will be brought to campus during the spring semester.

Howell asked ASUA President Murray to explain the issue of the suspension of the ASA fee. Murray reported that ABOR has suspended the ASA fee which is the primary funding source for ASA. There are talks about permanently eliminating the fee which would most likely also be the end of ASA. Murray noted that they are currently working with the Regents to come to a solution that would allow the student organization to continue its important work.

Senator Cuello asked Provost Comrie if the President was seeking a particular outcome from her presentation to ABOR later this week. Comrie replied that the President would like ABOR to endorse her plan although there is still a great deal more to do with the Strategic Plan.

5. APPROVAL OF THE MINUTES OF NOVEMBER 5, 2012

The minutes of November 5, 2012 were approved with one abstention.

6. INFORMATION AND DISCUSSION ITEM: THE UA STRATEGIC PLAN

Provost Comrie and Chair of SPBAC, J.C. Mutchler, presented a very preliminary PowerPoint of the strategic plan. The presentation was similar to what was presented in the town hall meetings. The process of creating the draft included input from SPBAC, the strategic plans from the colleges, the Deans' and Provost's Councils, and the town hall meetings. The business and space plans will be crafted now as well. The strategic plan draft has helped guide President Hart's Inauguration speech and ABOR presentation. The draft will be expanded into a narrative plan document. Senators were given a summary of the plan, "Through cross-cutting innovations distinctive to the UA, we will expand the student experience, advance knowledge through creative inquiry and collaboration, and forge novel connections to impact our community." Strategic goals include cross-cutting innovations, educational excellence, research excellence and community impact. Achieving cross-cutting innovations will include leading change through the UA's distinctive strengths in diversity and the adoption of innovative practices. Achieving educational excellence will require creating global citizens, engaged leaders, fulfilled individuals and creating a culture of competitive excellence. It would also require expanding the student experience by designing engaging curricula, promoting recruiting strategies, providing an effective support structure and connecting students to career paths. Achieving research excellence will require promoting core strengths to address grand challenges and diversifying research support. Creating a community impact will require redefining our land grant mission, increasing our capacity in fields of education, health sciences and STEM and working to fuel Arizona's economy.

Senators' questions and comments included: 1) How are we going to work to achieve these goals? Will we be focused on the ABOR metric, action items or working at the college level? Comrie replied that we will need to work on all levels and consider all factors when moving forward. Mutchler noted that when the plan is mapped out it will include small strategic and tactical steps. 2) Will there be collaboration with the other State universities? Comrie replied that we will need collaboration of all kinds; we need to teach more people and do more research. 3) Accomplishing the Regent's research goals for the UA will require revenue generation and I did not see that as part of the plan. Comrie noted that the ABOR metrics are not the only dictating factor. We will need to discover what supports UA research best. 4) I think developing younger faculty is a key need. Comrie agreed and noted that we will need to develop good mentoring and multiple pathways for faculty. That will require institutional change and we will also need to look at the promotion and tenure process.

7. INFORMATION ITEM: CONTINGENT FACULTY

Chair of the Faculty, Wanda Howell, reminded Senators that at the last meeting they approved the formation of a task force, "The Faculty Senate endorses the creation of a task force on non-tenure track, non-continuing status faculty for the purpose of studying: Clarity and consistency in the use of titles, comparable job expectations, compensation and career track options." Howell told Senate that the task force has been formed and Michael Brewer has agreed to chair the task force. Associate Provost for Faculty Affairs, Tom Miller, has also been working closely with faculty throughout the process and has been gathering data. Miller noted that some of our most

distinguished teachers are NTT or NCS. It is important to look at this issue for many reasons. One important thing to consider is how it may impact our students. What does it mean for students who need letters of recommendation, for example? Miller pointed out that it is difficult to collect data on the issue because of the wide variety of titles we use for faculty and the different meanings various titles have in individual colleges. Many times clinical and research faculty also teach. Miller provided several handouts of data. He noted that it is important to compare ourselves to our peers. We also need to take stock and work to support a variety of faculty career tracks. Miller also told Senators that he is currently working on revising UHAP and looking at the promotion and tenure guidelines in order to be more clear and supportive of a wide variety of faculty.

Senators' questions and comments included: 1) Do all promotion and tenure decisions go to the Provost for approval? Yes. 2) Some faculty have concerns about promoting or giving faculty who are not on a tenure or continuing track a title or career path. How would you suggest addressing this issue? Miller replied that it is a matter of local culture and tradition and we need a solid dialog. 3) Can a unit make up any job title for those who teach individual courses and have them approved by Human Resources? Allison Vaillancourt replied that HR does not have much input into job titles. Miller pointed out that titles are approved in the offer letters. 4) Continuing status can be confusing. Miller agreed and noted that there is great deal of misinformation about the Continuing Status title. 5) The task force will come to Senate to make a formal presentation.

8. **NEW BUSINESS**

9. **OLD BUSINESS**

10. **ADJOURNMENT**

There being no further business, the meeting was adjourned at 5:04 p.m.

J.C. Mutchler, Secretary of the Faculty
Brianna Thaut, Recording Secretary

Appendix*

1. PowerPoint: Strategic Plan DRAFT December 2012
2. Letter from Tom Miller to Faculty Senate
3. Instructional Faculty Headcount and FTE by Rank (Multi-Year, Year to Year and Less Than a Year only)
4. All Faculty Headcounts and FTE by Incumbency Status
5. Teaching Load Distribution for Main Sections, Lower and Upper Division Courses
6. 10-year Trend of Instructional Faculty and Graduate Teaching Assistants/Associates FTE
7. UHAP Chapter Three

**Copies of material listed in the Appendix are attached to the original minutes and are on file in the Faculty Center.*

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